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ABSTRACT

A statewide needs assessment in vocational education focused on the needs of displaced homemakers and other special groups in Florida. Specifically, the survey provided (1) a demographic profile of adults in Florida, particularly those described as displaced homemakers, single heads of households, part-time workers, and people desiring work in occupational areas not traditionally considered job areas for their sex; (2) their present employment, if any; (3) their employment aspirations; (4) their need for support services; and (5) their training needs. After conducting 22,465 telephone interviews, researchers coded these data by congressional district, county, and zip code. According to the survey, the average Florida displaced homemaker is a white woman, over 25 years of age, who is interested in securing employment, but who needs assistance in finding a job, acquiring support skills, locating career information, and gaining self-confidence. Besides needing more job training, many single heads of households need help in identifying appropriate careers and jobs as well as information about enrollment in educational programs. Recommendations called for developing educational awareness campaigns, increasing support services to special needs groups, broadening the definitions of the above-mentioned groups, and developing cooperative programs to service both groups. (MN)

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STATEWIDE NEEDS ASSESSMENT: TARGET POPULATIONS - DISPLACED HOMEMAKERS, SINGLE HEADS OF HOUSEHOLDS AND OTHER SPECIAL GROUPS

ANN BROMLEY, PH.D., PROJECT DIRECTOR

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A STATEWIDE NEEDS ASSESSMENT IN VOCATIONAL EDUCATION, FOCUSING ON NEEDS OF DISPLACED HOMEMAKERS AND OTHER SPECIAL GROUPS, AS REQUIRED BY PUBLIC LAW 94-482, SECTION 107(B)(4)(B), WAS FUNDED BY THE DIVISION OF VOCATIONAL EDUCATION ON JUNE 1, 1979. THE GENERAL PURPOSE OF THE SURVEY WAS TO ASSESS THE VOCATIONAL AND EDUCATIONAL NEEDS OF INDIVIDUALS IN FLORIDA. SPECIFICALLY, THE SURVEY PROVIDES (1) A DEMOGRAPHIC PROFILE OF ADULTS IN FLORIDA, PARTICULARLY THOSE DESCRIBED AS DISPLACED HOMEMAKERS, SINGLE HEADS OF HOUSEHOLDS, PART-TIME WORKERS, AND PEOPLE DESIRING WORK IN OCCUPATIONAL AREAS NOT TRADITIONALLY CONSIDERED AS JOB AREAS FOR THEIR SEX; (2) THEIR PRESENT EMPLOYMENT, IF ANY; (3) THEIR EMPLOYMENT ASPIRATIONS; (4) THEIR NEED FOR SUPPORT SERVICES; AND (5) THEIR TRAINING NEEDS.

A TOTAL OF 22,465 TELEPHONE INTERVIEWS WERE CONDUCTED BETWEEN NOVEMBER 1, 1979, AND MAY 15, 1980. THE SAMPLE SIZE WAS DETERMINED BY SECURING 1,500 RESPONDENTS FROM THE 15 CONGRESSIONAL DISTRICTS.

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INSERT FLORIDA OVERHEAD

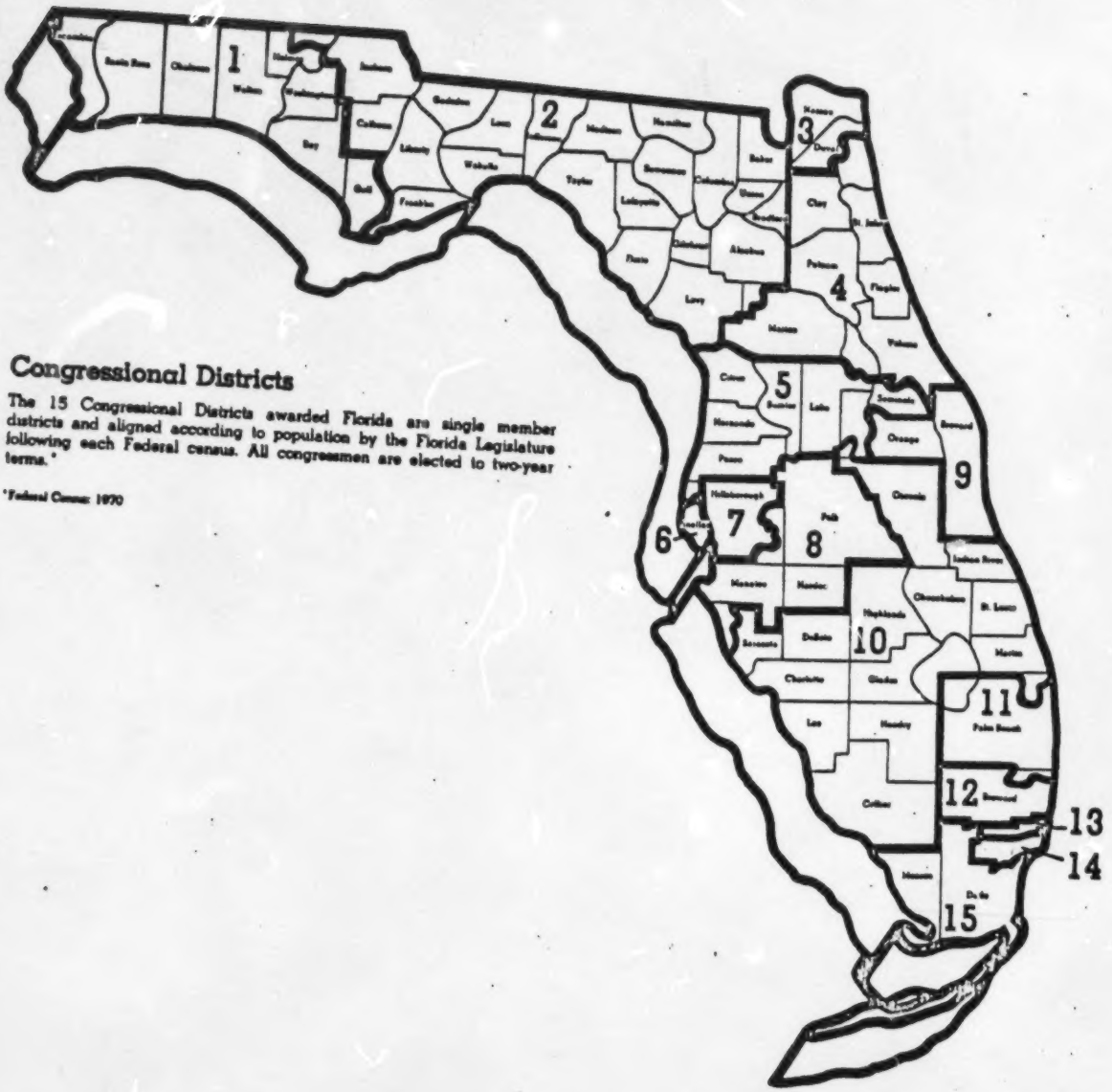
THE DATA WAS CODED BY CONGRESSIONAL DISTRICT, COUNTY AND ZIP CODE TO GIVE FLEXIBILITY IN RETRIEVING THE INFORMATION AND TO MAXIMIZE THE USEFULNESS OF THE FINDINGS.

STATEWIDE DATA

ALMOST ONE-THIRD OF THE 22,465 RESPONDENTS ARE SEARCHING FOR UPWARD MOBILITY AND GREATER ECONOMIC STABILITY . THEY VIEW JOB TRAINING AS A WAY TO ACHIEVE THOSE GOALS.

WHETHER OR NOT THEY UNDERTAKE A JOB-TRAINING PROGRAM IS INFLUENCED BY SEVERAL FACTORS. AMONG THOSE THEY CONSIDER AS IMPORTANT ARE: 1) ENJOYABILITY OF COURSE, 2) AVAILABILITY OF THE DESIRED TRAINING, AND 3) THE DISTANCE OF TRAVEL REQUIRED. THEIR FAMILY AND OTHER COMMITMENTS STRONGLY INFLUENCE THEIR DECISION AND PROGRAM DEVELOPERS SHOULD RECOGNIZE THE NEED FOR FLEXIBLE SCHEDULING AND CONCENTRATED AND TARGETED JOB TRAINING PROGRAMS.

EACH RESPONDENT WAS ASKED THREE QUESTIONS THAT WERE DESIGNED TO RELATE TO TRAINING, EMPLOYMENT AND WORK PREFERENCE. THE GENERAL CLASSIFICATIONS FROM THE DICTIONARY OF OCCUPATIONAL TITLES WERE USED



Congressional Districts

The 15 Congressional Districts awarded Florida are single member districts and aligned according to population by the Florida Legislature following each Federal census. All congressmen are elected to two-year terms.*

*Federal Census: 1970

FOR CODING THE RESPONSES. FOR EACH CLASSIFICATION, THE FOLLOWING SHOWS THE PERCENTAGES OF THE SAMPLE POPULATION WHO HAVE BEEN TRAINED IN THE OCCUPATIONAL AREA, WHO ARE EMPLOYED IN THE AREA, AND WHO PREFER TO WORK IN THE AREA.

INSERT TRAINING, EMPLOYMENT AND WORK PREFERENCE: PERCENTAGE COMPARISONS FOR SAMPLE POPULATION BY OCCUPATIONAL AREA

FOR ALMOST EVERY CLASSIFICATION, A HIGHER PERCENTAGE OF RESPONDENTS APPEAR TO HAVE BEEN TRAINED IN THE OCCUPATIONAL AREA THAN ARE WORKING IN IT. IT SHOULD BE NOTED THAT 33.4 PERCENT OF THE SAMPLE ARE HOMEMAKERS AND 12.4 PERCENT ARE RETIRED. THE PERCENTAGES INDICATING WORK PREFERENCES ARE MORE CLOSELY RELATED TO THOSE OF OCCUPATIONAL TRAINING THAN TO THOSE OF CURRENT EMPLOYMENT.

THE IMPORTANCE OF SELECTED SUPPORT SERVICES WAS ASSESSED BY ALL RESPONDENTS . A PLACE TO GET INFORMATION ABOUT SERVICES, ENROLLMENT INFORMATION, INFORMATION ON DIFFERENT JOBS AND HELP IN FINDING A JOB ARE IMPORTANT TO OVER HALF OF THOSE INTERVIEWED . THE PERCENTAGE OF RESPONDENTS WHO CONSIDERED THE SERVICE AS IMPORTANT FOLLOWS.

Training, Employment, and Work Preference:
Percentage Comparisons for Sample Population by
Occupational Area

Occupational Classification	% of Respondents who have been trained in Occupational Area	% of Respondents who are employed in Occupational Area*	% of Respondents who prefer Occupational Area**
Professional/technical	20.1	9.1	20.3
Management/administration	5.1	4.2	5.0
Clerical	25.6	9.1	13.5
Sales	6.8	4.3	5.5
Service	11.5	6.6	7.1
Agriculture	1.1	0.8	1.2
Processing	0.9	0.5	0.3
Machine trades	2.7	1.4	1.5
Benchwork	3.1	1.5	2.5
Structural	3.9	2.8	2.7
Homemaker	1.1	33.9	0.5
Student	0.3	1.9	0.2
Retired	0.1	12.4	6.1
No training/unemployed	11.9	7.2	15.7*
Other	2.6	1.7	1.6

*Approximately 9.8 percent stated that they are not working because of a disability.

**Approximately 15.9 percent indicated that they are uncertain as to the type of work they prefer.

INSERT SUPPORT SERVICES DESIRED:
RESPONSES OF TOTAL SAMPLE POPULATION

FORTY-ONE PERCENT OF THE SAMPLE INDICATE THAT THEY ARE THE MAIN PROVIDERS IN THE FAMILY, WITH THE MAJORITY OF THE RESPONDENTS HAVING COMPLETED AT LEAST HIGH SCHOOL. THOSE WHO STATED THAT THEIR HIGHEST GRADE FINISHED WAS THE TWELFTH GRADE OR LESS ARE 34.5 PERCENT OF THE TOTAL SAMPLE.

EVEN THOUGH THE INSTRUMENT WAS LONGER THAN AVERAGE FOR A TELEPHONE SURVEY, MORE THAN HALF OF THE RESPONDENTS INDICATE THEY WOULD BE WILLING TO BE CONTACTED FOR ADDITIONAL INFORMATION OR A PERSONAL INTERVIEW. IN THOSE AREAS OF THE STATE WHERE THERE IS A SIGNIFICANT NUMBER OF HISPANICS, THE INTERVIEWERS WERE BI-LINGUAL.

STATEWIDE DISPLACED HOMEMAKER DATA

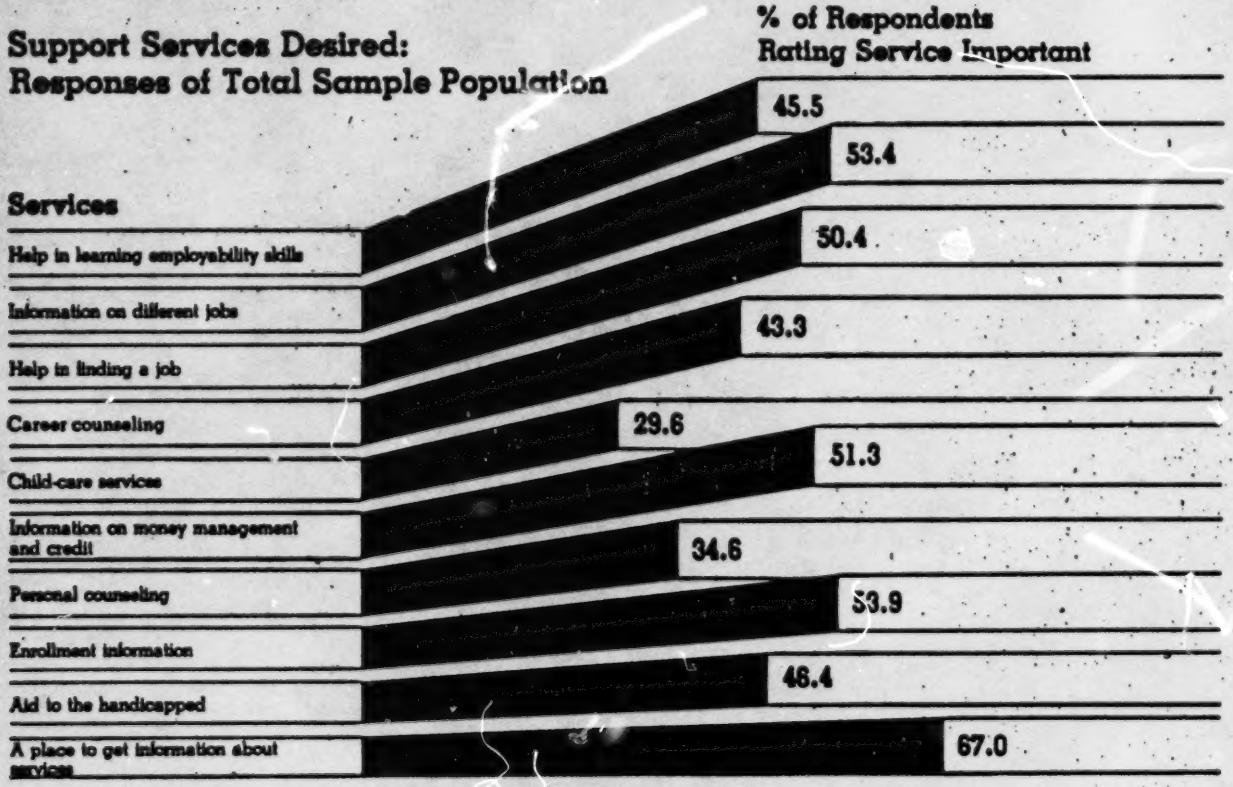
THE DEFINITION OF DISPLACED HOMEMAKER USED FOR THE SURVEY ADHERES STRICTLY TO THE DESCRIPTION IN PUBLIC LAW 94-482. IT STATES:

> PERSONS WHO HAD BEEN HOMEMAKERS BUT WHO NOW, BECAUSE OF DISSOLUTION OF MARRIAGE, MUST SEEK EMPLOYMENT.

THE SURVEY DEFINITION CONTAINS NEITHER AN AGE NOR SEX QUALIFICATION BUT IT DOES IMPLY A TRANSITORY SITUATION BOTH IN TERMS OF MARITAL

Chart 2

Support Services Desired: Responses of Total Sample Population



AND EMPLOYMENT STATUS. AT THE TIME OF THE SURVEY INTERVIEW, THE DISPLACED HOMEMAKER HAS TO BE SEEKING EMPLOYMENT, PREVIOUSLY BUT NOT CURRENTLY MARRIED, AND WORKING IN THE HOME. EVEN WITH THESE DE-LIMITING FACTORS, APPROXIMATELY 1.2 PERCENT OF THE SAMPLE MEETS THESE REQUIREMENTS.

THE PROFILE OF THE DISPLACED HOMEMAKER IN FLORIDA EMERGES AS 98.5 PERCENT FEMALE, WHITE, WITH ALMOST 56 PERCENT WIDOWED, 44 PERCENT DIVORCED OR LEGALLY SEPARATED AND 76 PERCENT AS THE MAIN PROVIDER IN THE HOUSEHOLD.

THE FINDINGS ON AGE FOR THE DISPLACED HOMEMAKER REINFORCES THE POSITION THAT A MINIMUM AGE OF 35 OR 40 YEARS SHOULD NOT BE A PART OF THE DEFINITION. THE PERCENTAGE BREAKDOWN, BY AGE, OF THE DISPLACED HOMEMAKERS IN THE SAMPLE POPULATION FOLLOWS.

INSERT PERCENTAGE BREAKDOWN OF DISPLACED HOMEMAKER BY AGE

SOME DISPLACED HOMEMAKER PROGRAMS PLACE THE MINIMUM AGE AT 35 YEARS; CONSEQUENTLY 19 PERCENT OF THOSE ELIGIBLE FOR ASSISTANCE BASED ON FEDERAL OR STATE AGE CRITERIA ARE ELIMINATED FROM THESE PROGRAMS.

PERCENTAGE BREAKDOWN OF
DISPLACED HOMEMAKERS BY AGE

TABLE 2

Age Range	% Of Respondents within Age Range
16-19	.8
20-24	3.4
25-34	14.8
35-44	10.3
45-64	39.5
65-plus	29.7
No response	1.5

MORE THAN 97 PERCENT ARE NOT CURRENTLY ENROLLED IN A JOB TRAINING PROGRAM, AND ALMOST 68 PERCENT HAVE NEVER BEEN. HOWEVER, OVER 61 PERCENT DESIRE SOME TYPE OF JOB TRAINING AND 82 PERCENT ARE PLANNING TO BE IN THE WORK FORCE WITHIN THE NEXT SIX YEARS.

COMPARED WITH THE STATEWIDE SAMPLE, A HIGHER PERCENTAGE OF DISPLACED HOMEMAKERS REGARD FINANCIAL HELP, COST OF TUITION AND BOOKS AND FRIENDS ENROLLED AS IMPORTANT CONSIDERATIONS. THE DATA INDICATES THAT THE NEED FOR SUPPORT SERVICES, PEER-GROUP RELATIONSHIPS AND FINANCIAL ASSISTANCE ARE CRITICAL IF THE DISPLACED HOMEMAKER IS TO ENROLL IN JOB TRAINING OR AN EDUCATIONAL PROGRAM.

IN REGARD TO SUPPORT SERVICES, A COMPARISON BETWEEN THE STATE-WIDE SAMPLE AND THE SUBSAMPLE OF DISPLACED HOMEMAKERS SHOWS THAT IN EVERY INSTANCE THE DISPLACED HOMEMAKER PERCEIVES A GREATER NEED FOR EVERY SERVICE.

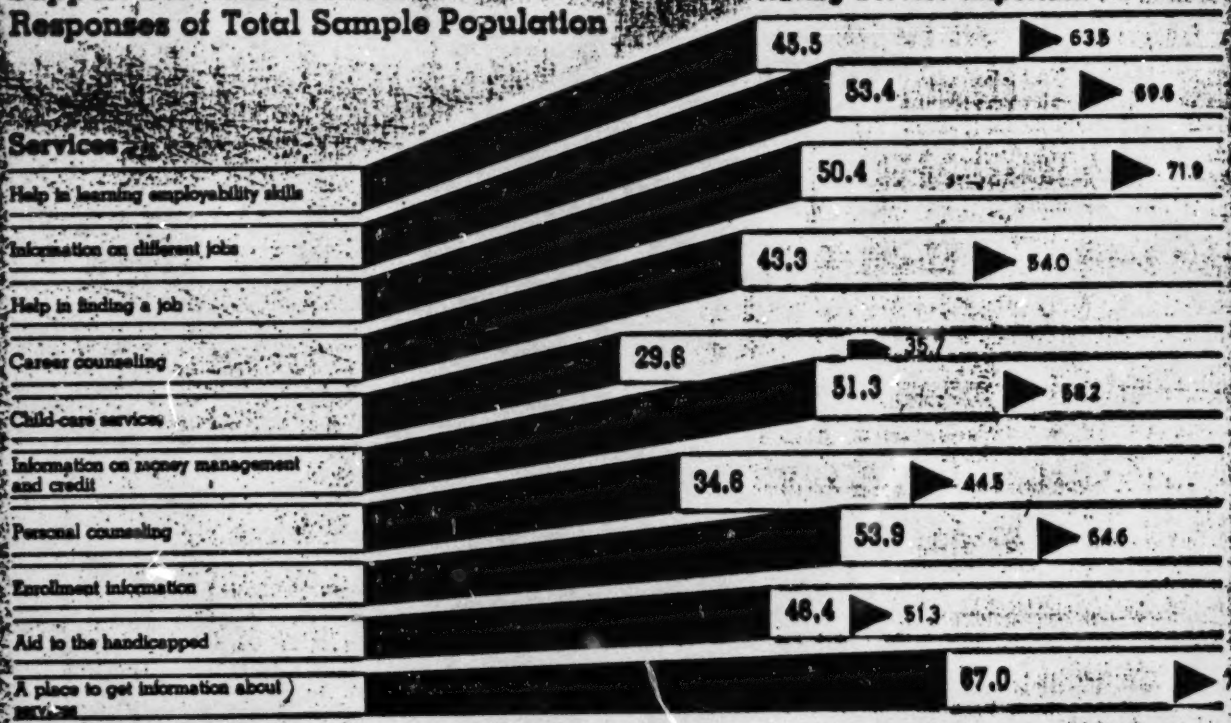
INSERT SUPPORT SERVICES DESIRED OVERLAY

THE TWO GREATEST PERCENTAGE DIFFERENCES BETWEEN THE TOTAL SAMPLE AND THE SUBSAMPLE ARE A 20 PERCENT DIFFERENCE FOR HELP IN FINDING A JOB AND AN 18 PERCENT DIFFERENCE FOR HELP IN LEARNING EMPLOYABILITY SKILLS.

THE DATA FOR DISPLACED HOMEMAKERS WAS ANALYZED IN TERMS OF

Chart 2

Support Services Desired:
Responses of Total Sample Population



* Responses of Displaced Homemaker Sample

TRAINING IN AN OCCUPATIONAL AREA AND WORK PREFERENCE. THE PERCENTAGE REFLECTING THESE FINDINGS FOLLOW:

INSERT TRAINING, EMPLOYMENT AND WORK PREFERENCE: PERCENTAGE COMPARISONS FOR DISPLACED HOMEMAKERS BY OCCUPATIONAL AREA

IT IS IMPORTANT TO NOTE THAT OVER ONE-FOURTH OF THE DISPLACED HOMEMAKER GROUP ARE UNCERTAIN AS TO EMPLOYMENT PREFERENCE: THIS REPRESENTS A 10 PERCENT INCREASE OVER THE STATEWIDE SAMPLE.

A COMPOSITE DESCRIPTIVE PICTURE OF FLORIDA'S DISPLACED HOMEMAKER, AS DEFINED IN THIS STUDY, PORTRAYS A WHITE WOMAN, OVER 25 YEARS OF AGE, WHO IS INTERESTED IN SECURING EMPLOYMENT BUT NEEDS ASSISTANCE IN FINDING A JOB AND IN ACQUIRING EMPLOYMENT SKILLS. IN ORDER FOR HER TO UNDERTAKE JOB TRAINING, SHE NEEDS FINANCIAL HELP, SUPPORT SYSTEMS, AND PEER-GROUP RELATIONSHIPS. SHE INDICATES SHE IS UNAWARE OF WHERE TO GO FOR A JOB AND TO LOCATE CAREER INFORMATION. MANY WOMEN WHO HAVE HAD SOME WORK EXPERIENCE DO NOT WANT TO RETURN TO THE PREVIOUS TYPE OF WORK BUT ARE UNCERTAIN AS TO AN ALTERNATE CAREER. HER IMAGE OF HERSELF INDICATES UNCERTAINTY AND LACK OF CONFIDENCE. SHE--MORE THAN THE GENERAL POPULATION--WANTS AND NEEDS SUPPORT SERVICES. THIS

TABLE 6

Training, Employment, and Work Preference:
Percentage Comparisons for Displaced Homemakers
by Occupational Area

Occupational Classification	% of Respondents who have been trained in Occupational Area	% of Respondents who are employed in Occupational Area	% of Respondents who prefer Occupational Area*
Professional/technical	11.4	.	14.1
Management/administration	3.4	.	1.1
Clerical	35.0	.	27.8
Sales	2.3	.	4.2
Service	15.6	.	12.5
Agriculture	0.8	.	0.4
Machine trades	.	.	1.1
Benchwork	1.9	.	3.4
Homemaker	3.8	100.0	0.4
Unemployed	23.6	.	9.9
Not certain	.	.	25.1
Other	0.8	.	.

*Over 25 percent were uncertain as to the type of work preferred--a 10 percent increase over the statewide sample.

WOMAN IS THE MAIN PROVIDER IN THE HOUSEHOLD.

STATEWIDE SINGLE HEADS OF HOUSEHOLD DATA

MANY OF THE DISPLACED HOMEMAKERS ARE ALSO CONSIDERED TO BE SINGLE HEADS OF HOUSEHOLDS BY DEFINITION OF THE SURVEY: "PERSONS WHO ARE SINGLE HEADS OF HOUSEHOLDS AND WHO LACK ADEQUATE JOB SKILLS." OVER 6 PERCENT OF THE RESPONDENTS FALL INTO THIS SPECIAL GROUP. BECAUSE THEY LACK JOB SKILLS, INDIVIDUALS IN THIS SUBGROUP CAN ALSO BE CONSIDERED AS ECONOMICALLY DISADVANTAGED.

TEN PERCENT ARE CURRENTLY IN A JOB TRAINING PROGRAM BUT THE MAJORITY HAVE NOT BEEN. THEY ARE INTERESTED IN OBTAINING MARKETABLE JOB SKILLS AND 86 PERCENT IDENTIFY A PLACE TO GET INFORMATION ABOUT SERVICES AND PROGRAMS AS IMPORTANT.

ALMOST 24 PERCENT OF THE SINGLE HEADS OF HOUSEHOLDS ARE BLACK, AND APPROXIMATELY 2.1 PERCENT ARE OF ANOTHER ETHNIC MINORITY. OVER 68 PERCENT ARE EITHER DIVORCED, SEPARATED OR WIDOWED. OVER 58 PERCENT ARE 35 YEARS OF AGE AND OLDER, WITH THE LARGEST SINGLE PERCENTAGE IN THE 45-64 AGE RANGE. WOMEN CONSTITUTE OVER THREE-FOURTHS OF THE GROUP.

IN FLORIDA, THE SINGLE HEAD OF HOUSEHOLD IS PROBABLY A 45-YEAR OLD OR OLDER FEMALE WHO HAS BEEN MARRIED BUT IS DIVORCED OR SEPARATED. SHE IS MOST LIKELY WHITE, BUT THE PERCENTAGE OF BLACK AS SINGLE HEADS OF HOUSEHOLDS IS GREATER THAN THEIR PROPORTION OF THE GENERAL POPULATION. THE HIGHEST LEVEL OF EDUCATION COMPLETED IS GRADUATION FROM HIGH SCHOOL. MANY NEED ASSISTANCE IN IDENTIFYING APPROPRIATE CAREER AND JOBS, AS WELL AS INFORMATION ABOUT ENROLLMENT IN EDUCATIONAL PROGRAMS.

SUMMARY AND RECOMMENDATIONS

THIS STUDY WAS DESIGNED TO ASSESS THE VOCATIONAL AND EDUCATIONAL NEEDS OF ADULTS IN THE STATE OF FLORIDA AND TO FOCUS ON THE FOLLOWING: DISPLACED HOMEMAKERS, SINGLE HEADS OF HOUSEHOLDS AND OTHER GROUPS. SPECIFICALLY THE STATEWIDE NEEDS ASSESSMENT PROVIDES 1) A DEMOGRAPHIC PROFILE OF THE STATEWIDE SAMPLE AND THE SUBSAMPLE; 2) THEIR PRESENT EMPLOYMENT, IF ANY; 3) THEIR EMPLOYMENT ASPIRATIONS; 4) THEIR NEED FOR SUPPORT SERVICES; AND 5) THEIR TRAINING NEEDS.

THE FOLLOWING RECOMMENDATIONS ARE BASED ON THE FINDINGS OF THIS SURVEY:

1. ENCOURAGE PROGRAM DEVELOPERS TO BE FLEXIBLE AND CREATIVE IN DEVELOPING TRAINING PROGRAMS FOR THE ADULT LEARNER. THEY NEED TO BE AWARE OF THE KINDS OF CLASSES AND COURSE SCHEDULES THAT ARE MOST ATTRACTIVE TO THE POPULATIONS THEY ARE TRYING TO REACH.
2. COMMIT RESOURCES TO ASSERTIVE OUTREACH AND AWARENESS PROGRAMS. OVER 58 PERCENT OF THE SURVEY POPULATION HAVE NEVER BEEN INVOLVED IN A JOB-TRAINING PROGRAM, AND APPROXIMATELY ONE-THIRD ARE INTERESTED IN BECOMING INVOLVED. THESE POTENTIAL ADULT LEARNERS SHOULD BE REACHED AND THE JOB-TRAINING OPTIONS EXAMINED.
3. DEVELOP AND CONDUCT A STATEWIDE AWARENESS CAMPAIGN TO INFORM ADULTS ABOUT THE EXISTING CENTER FOR CAREER DEVELOPMENT SERVICES' TOLL-FREE HOTLINE NUMBER: 1-800-342-9271. THE MOST PRESSING NEED INDICATED BY THE 22,465 SURVEY RESPONDENTS IS FOR A PLACE WHERE ADULTS CAN SECURE INFORMATION ABOUT SERVICES AND ABOUT EDUCATIONAL TRAINING OPTIONS AT EVERY LEVEL.
4. ELIMINATE AN AGE CRITERION, SUCH AS "OVER 35 YEARS OF AGE," IN THE DEFINITION OF DISPLACED HOMEMAKER. SUCH A CRITERION RENDERS A SUBSTANTIAL NUMBER OF DISPLACED HOMEMAKERS INELIGIBLE FOR

SUPPORT FROM CERTAIN FEDERAL AND POSSIBLY STATE-FUNDED PROGRAMS FOR DISPLACED HOMEMAKERS.

5. DEVELOP AND FUND COMPREHENSIVE PROGRAMS WITHIN THE STATE EDUCATIONAL SYSTEM IN VOCATIONAL EDUCATION, PARTICULARLY TO HELP DISPLACED HOMEMAKERS AND SINGLE HEADS OF HOUSEHOLDS TRAIN FOR CAREERS IN WHICH THE EMPLOYMENT OUTLOOK IS OPTIMISTIC AND IN WHICH INCOMES ARE ABOVE MINIMUM WAGE.
6. DEVELOP PROGRAMS THAT WILL INCREASE ALTERNATIVES FOR CHILD CARE, ESPECIALLY FOR WOMEN WHO MUST WORK AT NIGHT AND/OR ON WEEKENDS.
7. PROVIDE FOR FINANCIAL EDUCATIONAL ASSISTANCE TO DISPLACED HOMEMAKERS AND SINGLE HEADS OF HOUSEHOLDS WHO MUST TAKE LESS THAN A FULL-TIME LOAD IN AN EDUCATIONAL INSTITUTION.
8. DEVELOP PROGRAMS COOPERATIVELY TO INCLUDE BOTH DISPLACED HOMEMAKERS AND SINGLE HEADS OF HOUSEHOLDS, SINCE THESE TWO SUBGROUPS OVERLAP AND THEIR NEEDS ARE SIMILAR. SUCH PROGRAMS SHOULD NOT BE GIVEN LABELS THAT MIGHT INADVERTENTLY EXCLUDE SOME OF THE PEOPLE WHO COULD BENEFIT FROM THE PROGRAMS.
9. ENCOURAGE EMPLOYERS TO ADOPT FLEX-TIME SCHEDULING TO ACCOMMODATE

THOSE WOMEN WHO WANT TO WORK PART-TIME BUT WHO FIND THAT MOST PART-TIME JOBS ARE UNRELATED TO THEIR TRAINING AND PROVIDE ONLY MINIMAL INCOMES.

10. UNDERTAKE A COMPREHENSIVE EDUCATIONAL PROGRAM TO ATTRACT WOMEN INTO NONTRADITIONAL VOCATIONAL POSITIONS. THE STUDY SHOWS THAT THOSE MOST INTERESTED IN NONTRADITIONAL EMPLOYMENT, PROFESSIONAL/TECHNICAL POSITIONS, ARE YOUNGER, COLLEGE-EDUCATED MARRIED WOMEN.

11. DISTRIBUTE AND EQUALIZE THROUGHOUT THE STATE THE COMPREHENSIVE SERVICES AVAILABLE TO DISPLACED HOMEMAKERS AND SINGLE HEADS OF HOUSEHOLDS. THE SERVICES THAT EXIST FOR DISPLACED HOMEMAKERS THROUGH STATE FUNDING ARE CLUSTERED IN METROPOLITAN AREAS, BUT, ACCORDING TO THIS STUDY, THESE AREAS CONTAIN A SOMEWHAT HIGHER PROPORTION OF SUCH SERVICES THAN IS WARRANTED BY THE POPULATION DISTRIBUTION.